



Recruitment and Retention of Teachers in Missouri Public Schools

A Report to the Missouri General Assembly

December 2019

2019 UPDATE
RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS
A REPORT TO THE MISSOURI GENERAL ASSEMBLY

The following information provided is in regards to the Recruitment and Retention of full time teachers in Missouri.

Several key areas that were analyzed are

- demographics of the teacher workforce and demographics of the student population;
- age and experience of teachers for mentoring needs and continued professional development; and
- teacher hiring and teacher retention data.

Teacher Workforce Demographics

Gender & Race, Ethnicity

- The total number of classroom teachers decreased by 0.5 percent from 2017-18 to 2018-19.
- The percentage of teachers who are black and other ethnicities increased from 6.8 percent to 6.9 percent.

Age & Experience

- Teachers with 10 or fewer years of experience represent 49.9 percent of our teachers.
- Teachers with 5 or fewer years of experience represent 31.3 percent of our teachers.

Teacher Workforce Dynamics

- In 2018-19, the percentage of teachers who remained in the classroom three years after their first year of teaching was 61.1 percent.
- In 2018-19, the percentage of teachers who remained in the classroom five years after their first year of teaching was 46.7 percent.
- District hiring rates are at 11.4 percent, which is an increase of 0.6 percent from 2017-18.
- The percentage of district new hires who were first-year teachers decreased by 4.1 percent.

Gender and Race/Ethnicity Trends 2013 - 2019

School Year	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19
Total Teachers	69,407	69,859	69,683	70,220	70,575	70,233
GENDER						
Female	78.4%	78.5%	78.4%	78.4%	78.5%	78.4%
Male	21.6%	21.5%	21.6%	21.6%	21.5%	21.6%
RACE/ETHNICITY						
White	93.2%	93.5%	93.5%	93.1%	93.2%	93.1%
Black	5.2%	4.9%	4.9%	5.2%	5.0%	5.2%
Other¹	1.6%	1.6%	1.6%	1.7%	1.8%	1.7%

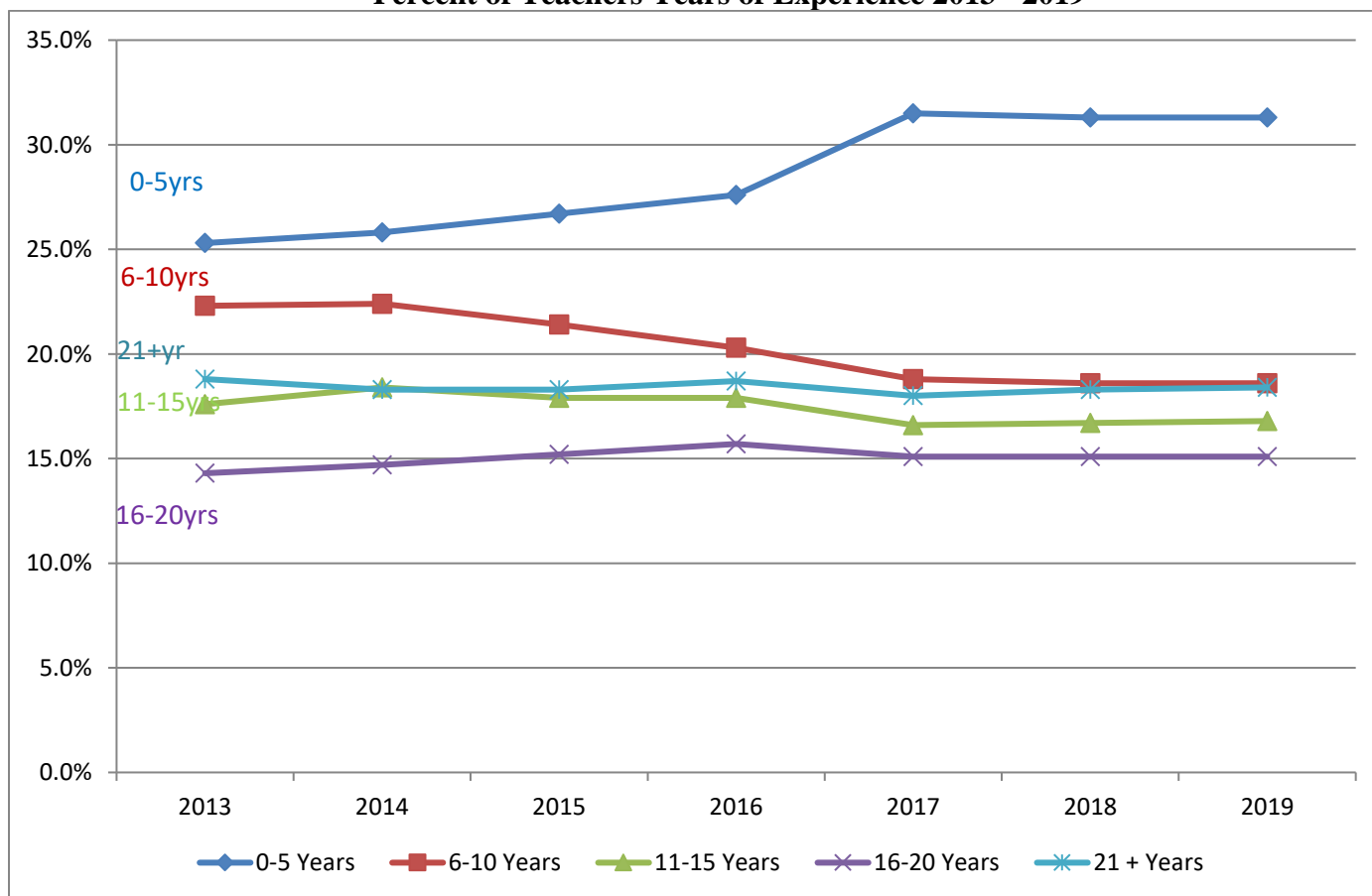
¹ Refers to all non-white, non-black race/ethnicities

Age Group 2013 - 2019

AGE GROUP	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19
20-29	15.4%	15.5%	15.6%	15.8%	15.7%	15.6%
30-39	30.8%	30.9%	30.9%	30.5%	30.4%	30.4%
40-49	26.9%	27.6%	27.8%	28.6%	28.9%	29.5%
50-59	19.3%	19.2%	19.0%	18.6%	18.8%	19.2%
60 +	7.6%	6.8%	6.7%	6.5%	6.4%	6.3%

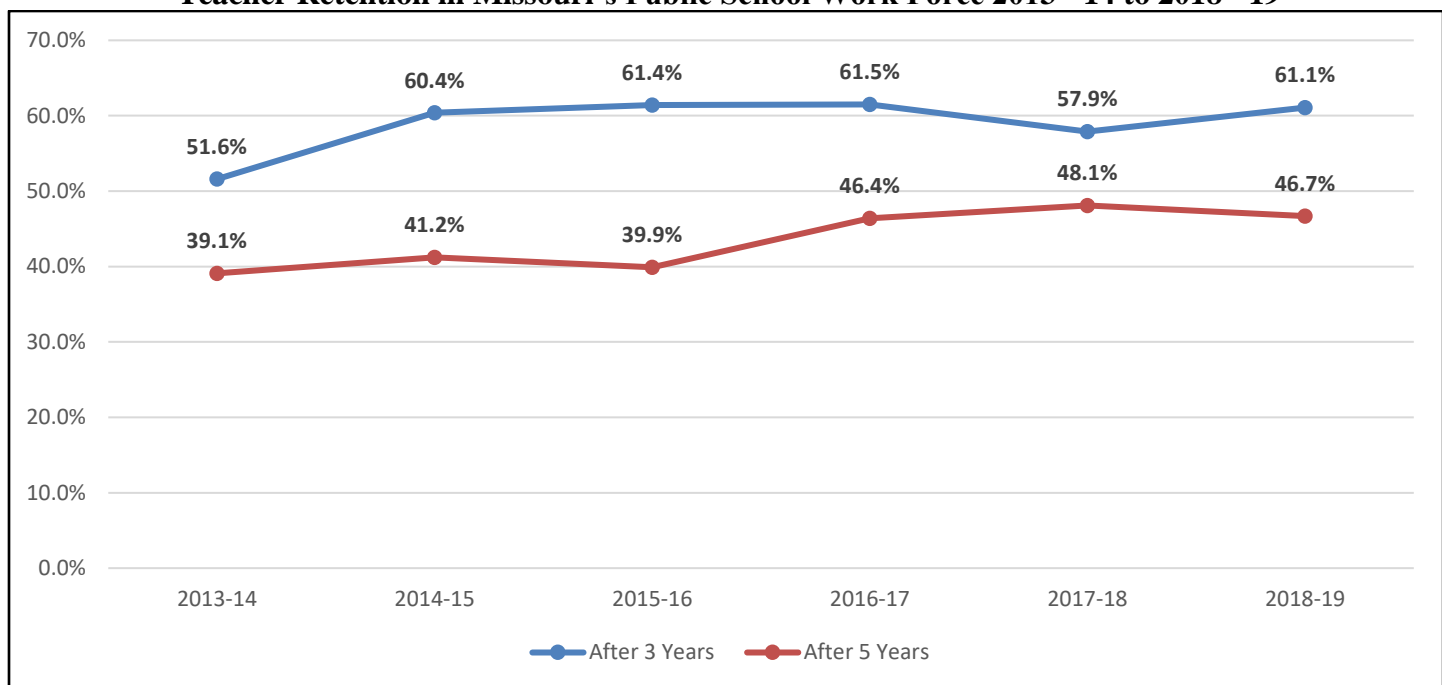
Years of Experience 2013 - 2019

YEARS OF EXPERIENCE	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19
0-5	25.8%	26.7%	27.6%	31.5%	31.1%	31.3%
6-10	22.6%	21.5%	20.3%	18.8%	18.6%	18.6%
11-15	18.4%	17.9%	17.8%	16.6%	16.7%	16.8%
16-20	14.7%	15.4%	15.7%	15.1%	15.1%	15.1%
21+	18.5%	18.5%	18.6%	18.0%	18.3%	18.4%

Percent of Teachers Years of Experience 2013 - 2019

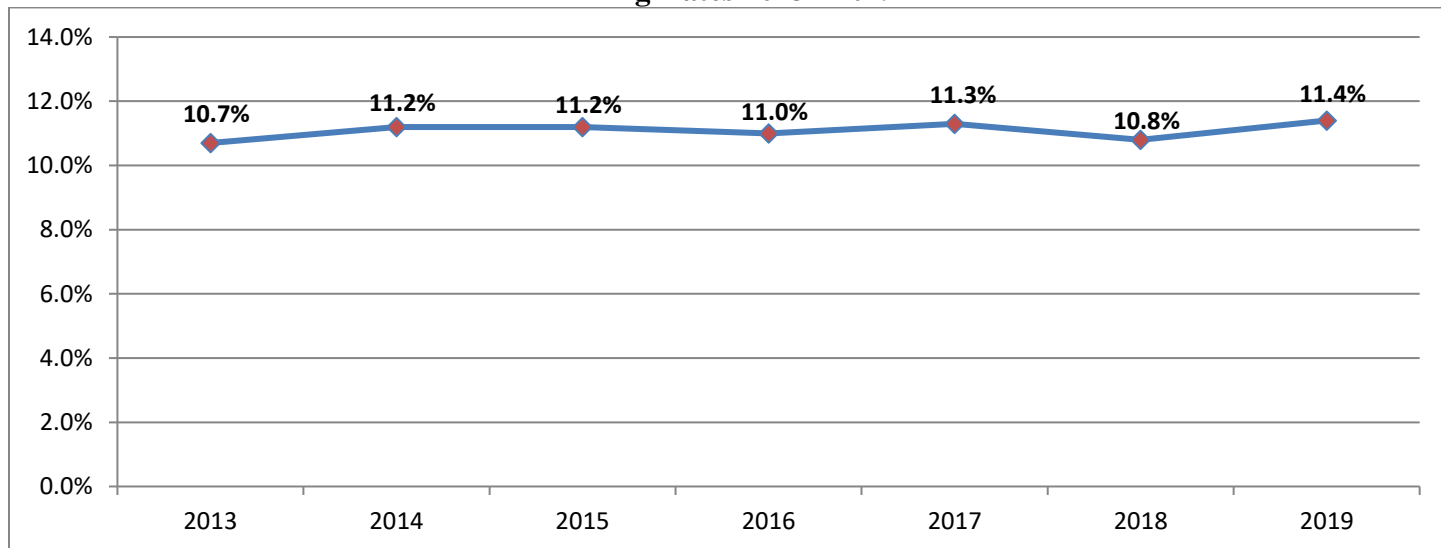
Missouri's Public School Work Force 2013 -2 019

School Year	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19
Total Teachers	69,407	69,859	69,683	70,220	70,575	70,233
First-Year Teachers	4,501	4,478	4,267	4,387	4,127	4,025
First-Year Teacher Retention						
After 3 Years²	51.6%	60.4%	61.4%	61.5%	57.9%	61.1%
After 5 Years³	39.1%	41.2%	39.9%	46.4%	48.1%	46.7%

Teacher Retention in Missouri's Public School Work Force 2013 - 14 to 2018 - 19² Refers to teachers still teaching in a public school 3 years after their first year of teaching³ Refers to teachers still teaching in a public school 5 years after their first year of teaching

Hiring & Retention Rates 2013 - 2019

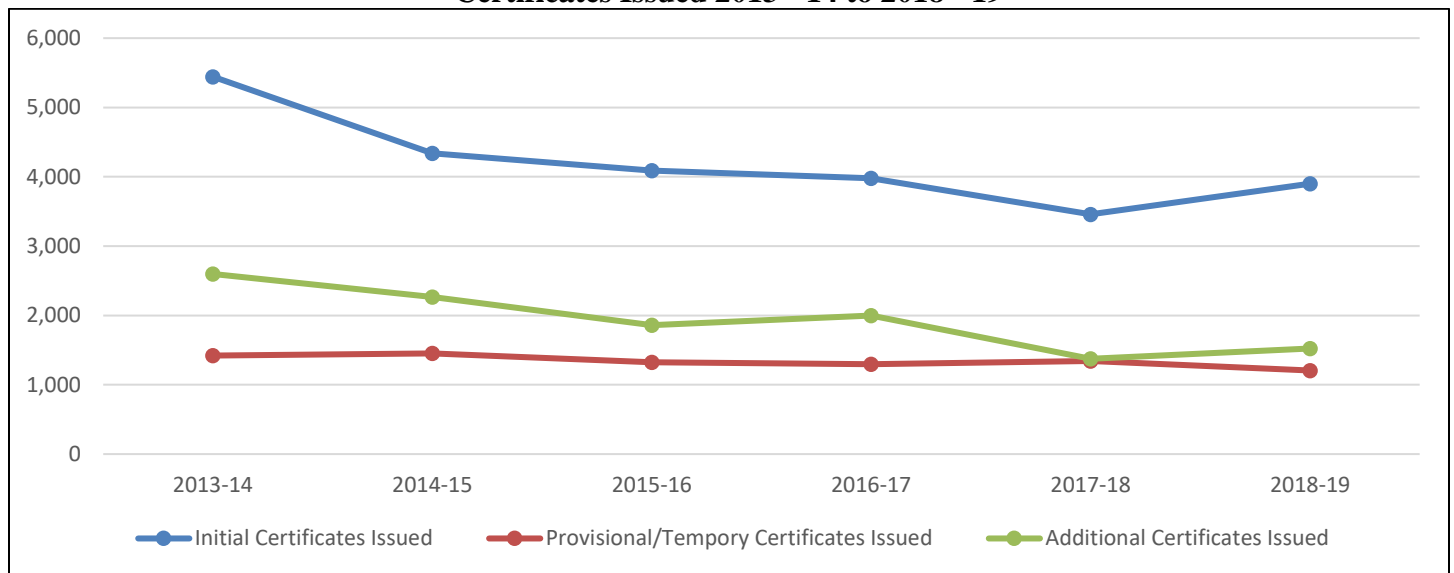
School Year	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19
Total Teachers	69,407	69,859	69,683	70,220	70,575	70,233
District New Hires	7,745	7,840	7,714	7,987	7,587	8,020
Teacher Hiring Rate⁴	11.2%	11.2%	11.1%	11.4%	10.8%	11.4%
Overall Teacher Retention Rate	86.5%	86.5%	86.6%	86.3%	83.6%	86.3%

Hiring Rates 2013 - 2019

⁴ Refers to filling any educator position regardless of the reason the position became vacant

Teachers Entering Missouri's Public School Work Force 2013 - 2019

School Year	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19
Initial Certificates Issued	5,444	4,341	4,090	3,979	3,459	3,900
Provisional / Temporary Certificates Issued	1,420	1,452	1,326	1,295	1,343	1,206
Additional Certificates Issued	2,598	2,265	1,860	1,997	1,375	1,525

Certificates Issued 2013 - 14 to 2018 - 19

District New Hires 2013 - 2019

School Year	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19
Total New Hires	7,745	7,840	7,714	7,995	7,587	8,020
First-Year Teachers	58.1%	56.7%	55.3%	54.0%	54.3%	50.2%
From Another District	36.5%	37.5%	38.6%	39.4%	39.6%	43.9%
From Out of State	5.4%	5.8%	6.1%	6.6%	6.1%	6.1%

District New Hires 2013 - 2019

